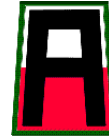




April 2002

DROIT ET AVANT



Volume 1, Issue 2

The Inspector General's Page



Attitudes: "We" vs. "They" must change

"Weekend Warriors!" "Nasty Guard!" "Damn Reservists!" It's all been said. Guard and Reserve troops have traditionally been viewed as inferior to Active Army soldiers. When British Maj. Gen. Phineas Riall faced troops from the 6th Infantry Regiment during the War of 1812, he thought he would be facing militia members from Buffalo, N.Y. Instead he encountered soldiers who marched bravely through his artillery fires. Seeing their professionalism, Riall exclaimed, "Those are Regulars, by God!" Riall expected to encounter what today we would call reservists, and instead, he had to fight against soldiers from America's standing Army. Riall's prejudice nearly mirrors attitudes that still exist in some places regarding the Guard and Reserve. Some active duty soldiers believe reservists just don't maintain the same standards. Army Regulation

670-1, Wear and Appearance of the Army Uniform does not say active duty forces must wear it one way and reservists another. When it comes to drill and ceremony, Field Manual 22-5 does not differentiate between components regarding how to march. Basic trainees undergo the same rigorous indoctrination into Army life, regardless of component. New recruits also must undertake training for their specific job in the Army. Reserve-component units must validate their capabilities upon mobilization, just as active units do through exercise evaluations and rotations through Army maneuver training centers. Senior Army leadership promotes the notion of, "one team, one fight, one standard." Comparable training requirements ensure this can be a reality. Guardsmen and reservists live and work in their communities and serve their nation when duty calls. Some assume that with only 2 training days a month available, reservists cannot achieve the same level of proficiency. This assumption ignores the fact that many reservists hold the same or similar vocation in private life. The Army relies on reservists to



carry out its mission. The U.S. Army Reserve Command manages 500 units as part of the Army's Force Support Package. These units would be activated immediately to provide combat support and combat service support capabilities in time of full mobilization.

Today, half the U.S. Army's combat power exists in the National Guard. National Guard units have been a part of the peacekeeping efforts in the Balkans since shortly after the 1995 Dayton Peace Accord was signed. In the last rotation, force protection at one cluster of base camps south of Tuzla, Bosnia, was the responsibility of a Georgia National Guard unit. During Desert Storm, 13 reservists were killed and 43 were wounded Feb. 25, 1991, when a SCUD missile hit the building where the 14th Quartermaster Detachment was staying. That Reserve unit sustained the most casualties of any allied unit during the Gulf War.

Leaders at every level today must promote tolerance and acceptance of their reservist counterparts. When soldiers face an enemy today, they will not be able to make the distinction that Riall did in the War of 1812. Reserve and Guard soldiers serve and die alongside "Active Duty Soldiers."



*"but I need your help to
get all of our soldiers on
board!"*

Sergeant Major of the Army's Message

I would like to take this opportunity to advocate what I feel to be a giant milestone in the Army's transformation process. As you may know, the Assignment Satisfaction Key (ASK) was fielded in October 2001. This provides soldiers the online capability to update their personnel and administrative information as well as their assignment preferences and volunteer for special duty. This is web-based technology that allows the soldier to communicate directly with their assignment managers and Professional Development NCOs and eliminates the old

"Preference Statements". Soldiers can also view their current assignment information if they are on assignment instruction. Since its fielding, approximately 40,000 soldiers have "signed up", but I need your help to get all of our soldiers on board! The PERSCOM assignment and career managers will use an in-house system called the Soldier Assignment Module (SAM) to identify soldiers who volunteer or indicate their preferences. The SAM will enable the managers to instantaneously determine the most qualified soldiers for each assignment requirement while identifying and placing those

who volunteer for locations at the top of the list. Together, ASK and SAM provides the greatest opportunity to match the needs of the Army with the desires of the soldier ultimately resulting in increased soldier assignment satisfaction. Over the next couple of months, you will hear a lot about these new transformation initiatives. A media campaign has been launched, and informational pamphlets and updated pocket cards will soon be sent to each installation. I encourage all of you to help educate our soldiers on these initiatives.

Clarification of Army Training Policies – "APFT"

Ref/a/Message/ODCSOPS (DAMO-TR) DTG 181850Z JUL 01, SUBJ: Clarification and Reinforcement of Army Training Policies.

1. The purpose of this message is to provide more detailed information on the over 55 APFT and to restate the frequency of the test for all components.

2. Paragraph 1a(4)a of REF A is amended to read: "the Active Army (AC), Active Guard/Reserve (AGR) soldiers will take the APFT for record at least twice each calendar year. Soldiers in USAR and ARNG TPU will take the APFT for record at least once each calendar year."

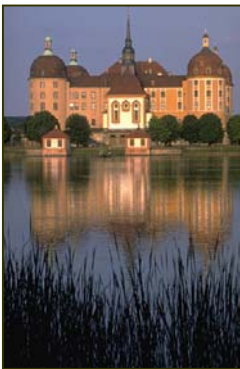
3. Paragraph 5 of REF A is

amended to read: "soldiers 55 years of age and older now have the option of taking the three-event APFT or the alternate APFT. An alternate APFT is defined as push ups, sit-ups and an alternate aerobic event (2.5-mile walk, 800-yard swim, or 6.2-mile-bicycle). Soldiers must earn at least 60 points on the push-up and the sit-up events. Soldiers must also complete the alternate event in a time equal to or less than the time for his/her age group as listed in FM 21-20, figure 14-9. Although the alternate APFT events were designed to assess the aerobic fitness and muscular endurance of soldiers with permanent medical profiles or long-term temporary profiles who cannot take the regular three-event APFT, soldiers over 55

are not to be considered a profiled soldier unless a current profile exists. The commander will determine the alternate events based on guidance from FM 21-20, the soldiers' abilities, preference and available equipment. Soldiers age 60 and older have the option of not taking the APFT; however, they must maintain a Personal physical fitness program approved by a physician and remain within Army height and weight standards.

4. The FAX number in Paragraph E for PLDC no-shows is DSN: 222-7284, COMM 703-692-7294.

5. POC for this action is SGM Parker or SGM Wyche DSN 222-6421/6420 COMM 703-692-6421/6420.



Antiterrorism Force Protection Training Requirements - MILPER Message NR 02-057

A. DODI 0.2000.16, Combating Terrorism Program Standards.

B. AR 525-13, Antiterrorism Force Protection.

1. This message replaces MILPER Message 00-072 and will expire NLT JAN 04. The procedures contained herein will not expire with the message. When the message expires, either the procedures will have been published in an Army Regulation/Pamphlet or the message will be reissued.

2. This message applies to all Active Army soldiers and Reserve Component soldiers serving on active duty.

3. The references above require that all soldiers pending travel outside the United States and its territories or possessions (further referred to as an overseas area) must attend antiterrorism force protection (AT/FP) level 1 awareness training before departing their current duty station. This training must occur within 12 months before the departure date, and a situation update on the planned area of travel must be done within 2 months before departing to the overseas area.

4. AT/FP level 1 awareness training is available from the internet at this website: <http://www.at-awareness.org>. The access code for the training is available from the

Local Antiterrorism Officer (ATO).

5. Commanders must ensure that soldiers receive this training before departure on PCS, TDY, TCS, leave, or pass to an overseas area. Units will maintain a record of individuals who receive the training. A signed memorandum for record (MFR) certifying when the soldier received AT/FP training will be placed and kept in the soldier's training record.

6. The following personnel procedures support the above requirement:

a. AR 55-46, Travel Overseas. Family members accompanying or joining soldiers overseas are encouraged to receive AT/FP level 1 awareness training before departure. The recommended target audience for family members is those who are age 14 years or older. Whether or not family members have received training will be documented and attached to the DA Form 4787, request for family travel and associated travel authorization (TA), to notify the gaining command. A statement should indicate whether or not family members elected to participate in AT/FP training, the date, and the family travel counselor's name.

B. AR 600-8-10, leaves and passes. The leave/pass approving authority must verify that training was received and place the following entry in item 17

(remarks), DA Form 31, "Antiterrorism Force Protection Level 1 Awareness Training received on (date)." Accompanying family should also be encouraged to receive this training.

C. AR 600-8-11, Reassignment. Soldiers will be informed during reassignment interviews, briefings, and processing that they must receive AT/FP awareness training before departure to an overseas area.

D. AR 600-8-101, Personnel Processing (In- and Out- and Mobilization Processing). This training requirement is a required out-processing check on the DA Form 137-1-R, Unit Clearance Record.

E. AR 600-8-104, Military Personnel Information Management/Records. The soldier's Training Record Transmittal Jacket (TRTJ) (DA Form 5287-R) is a required transfer document to accompany soldiers when they PCS. The AT/FP level 1 awareness training MFT must be included with this record.

F. AR 600-8-105, Military Orders.

(1) PCS/TCS Travel. The following statement will be included in the PCS order additional instructions for soldiers being reassigned overseas: "Soldier requires antiterrorism force protection level 1 awareness training prior to departure overseas."

2) TDY Travel. The TDY approving authority must verify that the training was received and place the following entry in item 16, DD Form 1610: "Antiterrorism Force Protection Level 1 Awareness Training (received on (date))."

7. Commanders must ensure that the local procedures and controls to implement these requirements are current.

8. The PERSCOM POC for this action is Mr. Lord, DSN 221-4052 or commercial (703) 325-4052, lordl@hoffman.army.mil.

"Commanders must ensure that the local procedures and controls to implement these requirements are current."

Shoulder Sleeve Insignia

Ref: AR 670-1, 1 SEP 92,
Wear and Appearance of
Army Uniforms and
Insignia.

1. The Chief of Staff, Army, has authorized the wear of the shoulder sleeve insignia for former wartime service (SSI-FWTS) and overseas service bars (OSB) for personnel participating in operation enduring freedom.

2. The following criteria apply, and will be included in the next revision to AR 670-1. Soldiers must:

A. Have been assigned to units that have actively participated in or been in direct support of ground combat operations against hostile forces during operation enduring freedom, in which they were exposed to the threat of enemy action or fire, either directly or indirectly;

B. Be deployed in the CENTCOM area of operations; and

C. Be under the command of the CINC, CENTCOM.

3. The period of authorization is from 19 September 2001 to a date to be determined. There is no time-in-theater requirement for wear of the SSI-FWTS.

4. Soldiers deployed in the area of operations on training exercises or in support of operations other than enduring freedom are not authorized combat-related insignia.

If soldiers are deployed on training exercises or other operations that become combat or support missions to operation enduring freedom, then provisions in the preceding paragraphs apply.

5. The following guidance is provided for determining the appropriate SSI for wear as the SSI-FWTS.

A. A deployed unit that is authorized to wear a SSI in its own right will wear that unit's SSI as the SSI-FWTS. This is true regardless of whether the headquarters element deploys, and regardless of the number of changes to the unit's alignment or operational control (OPCON) during the period of deployment.

B. When a unit not entitled to its own SSI deploys, the OPCON relationship prior to deployment is terminated and a new OPCON relationship established. Members of these units will wear the SSI of the lowest echelon deployed unit entitled to a SSI in each of their new deployed chains of command as their SSI-FWTS.

C. When there is no intermediate unit that has its own SSI in the deployed chain of command, members of units not entitled to their own SSI will wear the SSI of the senior Army command in the theater as their SSI-FWTS.

D. Soldiers who are cross-leveled, assigned, attached, or augmenting deployed units, and soldiers who are TDY on orders (DD Form 1610), will wear the same SSI-FWTS worn by members of the deployed unit to which attached or OPCON. This does not apply to members of trial defense and CIDC, who will wear the SSI of their respective commands as their SSI-FWTS.

E. Soldiers authorized to wear more than one SSI-FWTS may choose which SSI-FWTS they wear. Soldiers also may elect not to wear the SSI-FWTS.

6. One overseas service bar is authorized for each 6-month period of federal service as a member of a U.S. service deployed in the area of operation, from 19 September 2001 to a date to be determined, for operation enduring freedom. The months of arrival to, and departure from the area of operation are counted as whole months. Soldiers who serve as members of a U.S. Armed service for periods of less than 6 months that otherwise meet the requirements for the award of overseas service bars, may combine periods by adding the number of months to determine creditable service toward the total number of overseas service bars authorized.

7. Poc Is Msg Messman, Dsn 224-7950; E-Mail (In Lower Case) is Kittie.Messman@Hqda.Army.Mil

8. This message has been approved by The Secretary Of The Army. Expiration date cannot be determined.

Weight control reg under review

by Joe Burlas

WASHINGTON (Army News Service, March 22, 2002) -- While the Army is currently reviewing its rules governing the weight control program in Army Regulation 600-9, don't expect to see any changes before fiscal year 2003.

That guidance and a message to stick to the current policy were sent to senior noncommissioned officers last week by Sgt. Maj. of the Army Jack L. Tilley in a "SMA sends" e-mail.

"Don't let your soldiers get caught up in the speculation about changes to the program," he stated. "Rest assured that any decisions we make will be driven by what's best for the health of our soldiers and the readiness of our Army."

Last updated in 1986, the latest review was partly prompted by a Government Accounting Office report and a Department of Defense directive for the armed

services to get more standardized programs across each. Currently, weight control and physical fitness standards are developed and implemented independently by each service.

Another reason for the review, said Lt. Col. Margaret Flott, chief of the Individual Readiness Policy Division, Office of the Deputy Chief of Staff, G-1, is the Army knows more about health issues and physical fitness based upon medical science than it did years ago.

"When I joined the Army, we did physical training in combat boots and fatigues," Flott said. "Soldiers no longer wear combat boots when doing PT because we now know that practice is not healthy. Likewise, we now wear appropriate clothing for PT."

"The review of the weight control program is about using established medical science based upon the

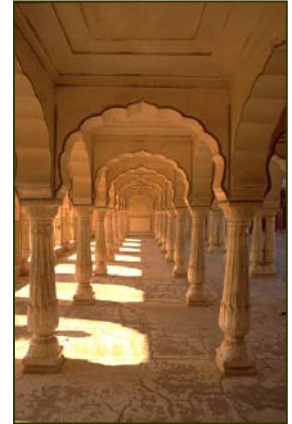
general (United States) population -- information we didn't have 15 years ago when the current regulation was written -- and testing it to see what is best for our soldiers and for the Army."

The Army is still in the information-gathering stage of the review, said Lt. Col. Linda Williams, a G-1 Health Promotion Policy staff officer. The next step will be to field test proposals and practices, she said.

Following the field test, recommendations for any changes will be staffed at both the Army headquarters and major military command levels -- a process which could take up to a year -- before any changes might be made, Williams continued.

"We are reviewing our current policy to determine whether changes should be made and what they should look like," Williams said.

"Our ultimate objective is to improve the health and readiness of the force."



IG SGM's CORNER

Thought you might like to see what sets leaders apart from managers.

Managers give orders and make assignments. Leaders ask for ideas.

Managers delegate work. Leaders offer opportunities to grow.

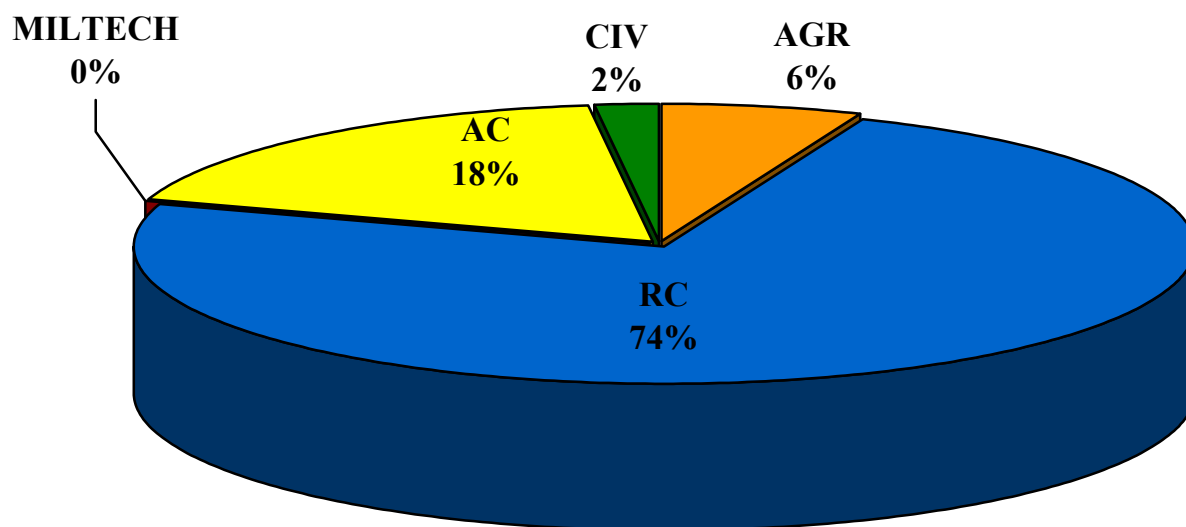
Managers tell employees what to do. Leaders ask employees what they think they ought to do.

Managers instruct. Leaders listen.

Managers hold staff meetings. Leaders communicate their vision to employees.

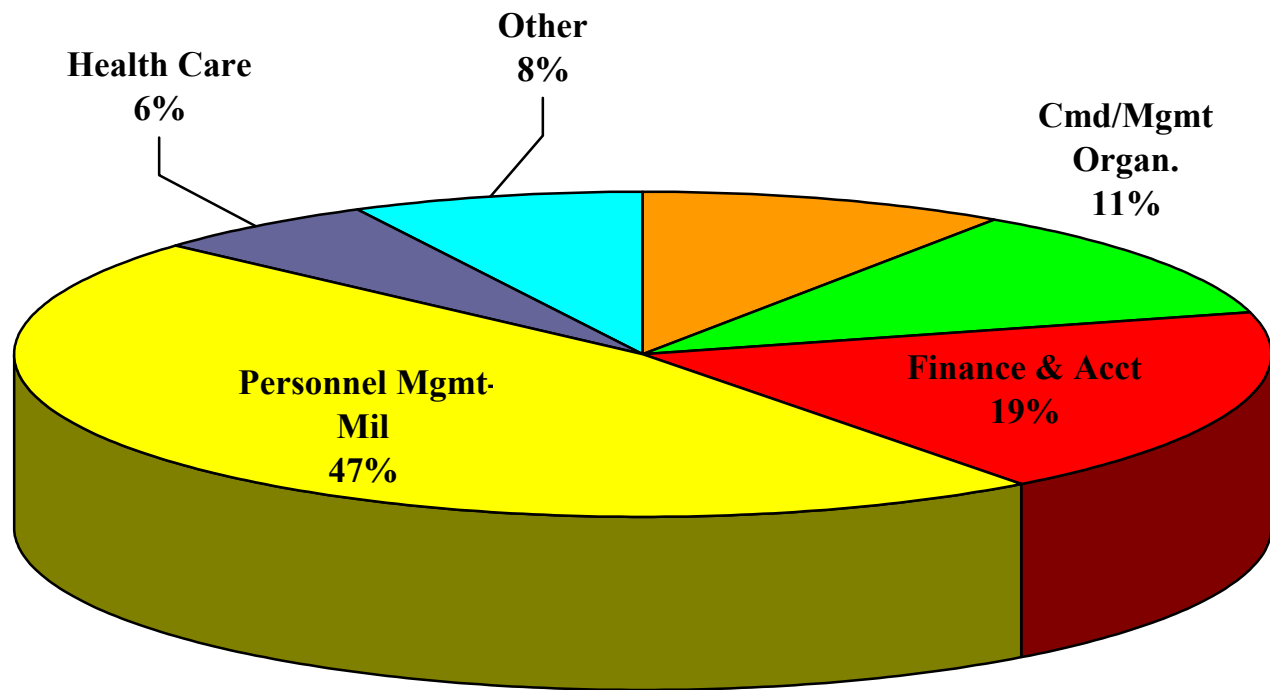
Managers respond when it's convenient. Leaders respond promptly.

Managers manage by policy. Leaders lead by example.

(PERSONNEL COMPONENT)

AC	9
AGR	3
RC	37
MILTECH	0
CIV	1

Total: 50

(CATEGORIES)

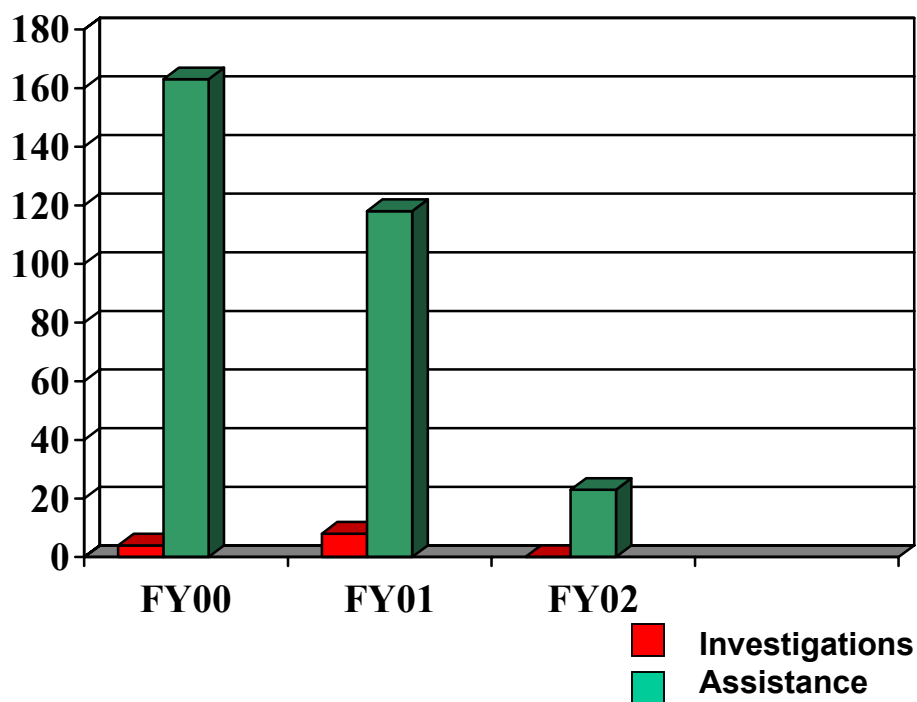
<div></div>	*Personnel Mgmt Mil	25
<div></div>	Finance & Acct	10
<div></div>	Personal Conduct	5
<div></div>	Health Care	3
<div></div>	Cmd/Mgmt Organ	6
<div></div>	Other	4

Total: 53

* Indicates multiple categories per

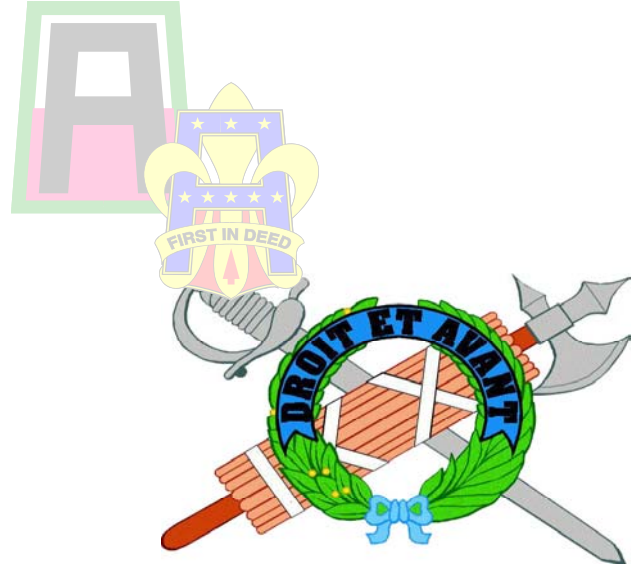
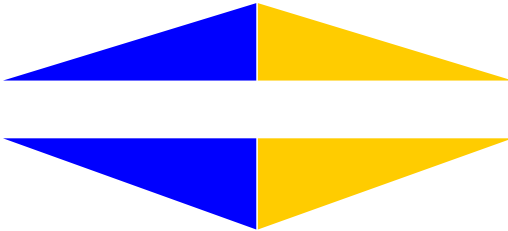
CATEGORY	NATURE OF IGAR	NUMBER OF CASES
Personnel Mgmt Mil	Promotions, Assignment/Reassignment, Retirement Ext/Bonus, Enlistment Ext, and Personnel Records	25
Finance & Accounting	Travel Pay/Reimbursement, AT Pay, Bonus Pay, and Correcting Pay Status	10
Personal Conduct	Unfair treatment, Inappropriate Behavior, and Harassments	5
Health Care	INCAP Pays and Medical Care	3
Command Mgmt.	Duty Roster, NCOER/OERs, APFT Policy, and Weigh In Procedures	6
Others	Training and Legal	4

IGAR SUMMARY FY 02



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**Droit et Avant (Be Right First,
Then Go Forward)**

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